

Faces of Strength
Through portraits and compelling stories, the Faces Of Strength campaign highlights the men, women and children who embody everything that is best, strongest and most enduring about our country. www.army.mil/facesofstrength

With more than 200 years of service, the Army's Noncommissioned Officer Corps has distinguished itself as the world's most accomplished group of military professionals. In recognition of their commitment to service and willingness to make great sacrifices on behalf of our Nation, Secretary of the Army established 2009 as Year of the NCO. www.army.mil/yearofthenco

- ★ Tallahassee, Florida 168,979
- ★ Overland Park, Kansas 169,403
- ★ Chattanooga, Tennessee 169,884
- ★ Santa Clarita, California 169,951
- ★ Rancho Cucamonga, California 170,266
- ★ Worcester, Massachusetts 173,966
- ★ Tempe, Arizona 174,091
- ★ Jackson, Mississippi 175,710
- ★ Huntsville, Alabama 171,327
- ★ Fayetteville, North Carolina 171,853
- ★ Providence, Rhode Island 172,459
- ★ Brownsville, Texas 172,806

Year 2008, during a protracted conflict. men and women who chose to enlist in the Army, Army Reserve and Army National Guard in fiscal Below is a list of U.S. cities with a population around 170,000, about the same number of will be able to look back with pride at what they have contributed. military service is what keeps people enlisting and re-enlisting in the Army. Those serving today culture and willingly accept the inherent risks of military service. A strong belief in the value of The young Americans who enlist today know and understand they are joining a warrior **Volunteerism**

Pinnacle Recruiting begins this month

The U.S. Army is currently re-examining the Army accessions process from an enterprise perspective. U.S. Army Accessions Command, with input from Recruiting Command, is developing courses of action to improve its ability to support the Army Accessions Enterprise. Recruiting has long been an individual process that does not maximize proven concepts of division of labor and specialization of skills nor capitalize on the synergy that can be achieved by conducting operations as a team.

In August, Maj. Gen. Donald M. Campbell, USAREC Commanding General, approved expansion of Pinnacle Recruiting - a team-based recruiting concept designed to make the recruiting process more efficient and support improved quality of life for Soldiers and their Families - during FY 10 and beyond. Two variants of Pinnacle will operate within USAREC in FY10. The first, Pinnacle-C, utilizes Department of the Army Civilians to perform recruiter support team functions at the station level. The second, Pinnacle-S, utilizes military manpower to perform those functions.

USAREC will implement Pinnacle Recruiting in 3rd Brigade Sept. 22 starting with the Raddcliff, Kentucky, Recruiting Company, followed by company-size elements in each of the remaining brigades by mid-December in order to test and evaluate the Pinnacle concept in both Pinnacle-C and Pinnacle-S forms for future transformation. The companies scheduled to follow by mid-December are Harrisburg, Pennsylvania; Montgomery, Alabama; Tyler, Texas; and Los Angeles, California.

By the 4th quarter of Fiscal Year 2010, USAREC will have four recruiting companies and one recruiting battalion operating under the Pinnacle Recruiting Concept. Conditions are set for transformation of four additional battalions into Pinnacle battalions during FY 2011.

Army Preparatory School (APS)

The APS began operating as a pilot Aug. 4, 2008. The mission of the APS is to school select recruits without high school diplomas to pass the GED test so they can qualify for military service. The APS provides an opportunity for young Americans who are otherwise qualified, except for a high school credential, the opportunity to serve their nation. As of Sept. 3, 2,397 Soldiers have been assigned to APS and 2,206 have graduated. The attrition rate is 2.7 percent.

U.S. Army Recruiting Command Key Messages

- ★ Our country can be proud of the approximately 170K Americans who made the commitment in FY 08 to join the Army - an Army at war.
- ★ FY 09 recruiting success continues, but the Army and the Nation still face challenges as we recruit for the All Volunteer Force

- Recruiting during period of persistent conflict

- We have seen increased youth propensity to enlist; however, parents have concerns about risk.

- Historically, an increase in unemployment has resulted in an increase in Army enlistments

- One in five youth fails to graduate high school; increased obesity rates among our Nation's Youth - one in five youth 12-19 years old currently overweight, compared to 1 in 20 in the 1960s.

- Projected to grow to 1 in 4 by 2015.

- n Fewer than 3 of 10 17-24 year old youth fully qualified

- ★ We are committed to recruiting a quality force as we grow the Army

- 100% of those we enlist are qualified to serve

- Average AFQT for HSDG is 58; for GED is 54; for average American is 50

- Achieved 83% of 90% HSDG goal for RA accessions in FY 08

- FY 08 Enlistee Degrees (RA/AR) - Over 3,500 Bachelors, 284 Masters and 19 with Doctorates

- 8 out of 10 Soldiers in FY 08 required no waiver

- ★ We have a sound system for considering waivers; general officer approves the more serious misconduct. In FY 09 we are not granting waivers for adult major misconduct or for failure to pass the drug and alcohol screening test at the MEPS.

- ★ Enlistees with waivers are not coming into the Army to be rehabilitated; they have already overcome their mistakes.

- ★ Initial Entry Training Attrition reduced from 18% (May 05) to 9.68% (May 09)

- ★ FY 08 Retention was 114% RA, AR 111% and 93% for National Guard

- ★ Education is important in our high tech Army

- Education Benefits in 2008: 279K Army Soldiers received \$161M in Tuition Assistance; earning 1.8K Associate, 1.4K Bachelor and 700 Graduate degrees

- 149K Army Veterans received \$1.2B in VA Educational Benefits

- 297 Army Veterans received \$2.2M at Ohio State University

- ★ Public Support to Soldiers Remains Strong. However, need more Americans to:

- Step forward and serve

- ★ Support a youth's decision to join the Army

- ★ Not just an Army challenge - A challenge for the Nation.. How Can You Help?

Enlistment Benefits

Active Army

- Enlistment bonuses totaling up to \$40,000 for an enlistment of 4 or more years
- Up to \$65,000 to repay qualifying student loans
- Up to \$4,500 a year in tuition assistance while serving

Army Reserve

- Enlistment bonuses totaling up to \$20,000
- Mobilization stabilization while in college (ECS)
- Up to \$20,000 to repay qualifying student loans
- Up to \$4,500 a year in tuition assistance while serving

Based on FY 09 market conditions, and smaller missions (65K vs. 80K active Army, 22.5K vs. 26.5K Army Reserve), Recruiting Command has restricted waiver categories. As an example, the Army is not approving any waivers for adult major misconduct or waivers for positive drug and alcohol tests at the Military Entrance Processing Station.

MAVNI program expands to Dallas, Chicago, Atlanta

The Military Accessions Vital to the National Interest (MAVNI) Recruitment Pilot has been expanded to the Atlanta, Chicago and Dallas Battalions effective Aug. 25, authorizing recruiters to enlist certain legally present non-citizens into the Regular Army only.

The pilot program became effective Feb. 23, 2009. The pilot program for non-citizens with critical language and cultural skills was originally limited to New York City Recruiting Battalion. It expanded to Los Angeles in May.

The pilot program for non-citizens with medical skills is nationwide.

This pilot program is an avenue to broadening eligibility for Army service to meet two of our most critical personnel needs: medical and foreign language and cultural skills. Through this pilot recruiting program the Regular Army and Army Reserve combined can bring in up to 333 people with medical skills, and up to 557 with critical language and cultural skills.